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CC:

Date: Fri, 3/28/2014 9:26:01 PM

Subject: RE: Follow up to Comp discussion

I am OK.

From: Paul Lipari [mailto:plipari@columbusnova.com]

Sent: Friday, March 28, 2014 5:52 PM

To: 'Frederick Arnold (fred@chatsworthadvisors.com)'; Bakaleynik Iosif; 'ehbarak1@gmail.com'; Jason Epstein; Intrater Andrew; Musetti Marco (Renova Management); 'Frank Puleo (fpuleo@gmail.com)'; 'Robert Machinist'; Peter Gleysteen

Subject: Follow up to Comp discussion

Gentlemen,

As a follow up to our Executive Session discussion on compensation, I am attaching a revised 2014 bonus plan for Steve and Oliver. Andy, Fred and I are in agreement on this page.

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